

APPROVED



**SCOTTSDALE HUMAN RELATIONS COMMISSION
VERDE CONFERENCE ROOM
7575 EAST MAIN STREET
SCOTTSDALE, ARIZONA 85251
MONDAY, DECEMBER 13, 2004**

MINUTES

COMMISSIONERS PRESENT: John Tutelman, Chair
Ken Culver, Vice Chair
Carol Padwe, Commissioner
Enid Seiden, Commissioner
Aubrey Strickstein, Commissioner
Ted Tyler, Commissioner

ABSENT: Marty Gendron, Commissioner

STAFF PRESENT: Velicia McMillan, Staff Liaison

CALL TO ORDER

Chair Tutelman called the meeting to order at 5:10 p.m.

ROLL CALL

A formal roll call confirmed members present as stated above.

CHANGE IN JANUARY MEETING DATE

Dr. McMillan requested the Commission consider moving the regular meeting from January 10, 2005 to January 3, 2005, because the Annual Dr. Martin Luther King, Jr. Dinner is scheduled for January 10th. The meeting will be held in the Verde Room. She noted that the SHRC will have a table at the MLK Dinner but there are only 10 seats so we need to work at the spouse issue. A discussion ensued regarding whether there were

alternative dates to hold the January meeting. Dr. McMillan replied January 3rd is the most appropriate time.

Dr. McMillan reported City Council would be making Commission appointments on January 25, 2005. She further reported that Chair Tutelman's term expires after this month and he has submitted a request to be re-appointed to serve another term. She noted that Commissioner Culver's term expires in February.

PROMOTIONAL MATERIALS

Commissioner Culver provided an update concerning the efforts to purchase City of Scottsdale bags and T-shirts to promote the SHRC. He stated that the pricing is on his computer. Dr. McMillan stated that before we can move forward and order the bags and T-shirts until we have the actual prices. The consensus was to go with the lowest price.

Commissioner Culver requested staff to e-mail the logo and let him know about the type of T-shirt. Dr. Ms. Millan reviewed the information needed for each city's T-shirt. It was noted that the sponsors' logos would also appear on the T-shirts

Commissioner Padwe moved as of December 20, 2004 to authorize staff to contract with the vender with the lowest price for the purchase of bags and T-shirts. Second by Commissioner Seiden and passed unanimously.

REGIONAL UNITY WALK

Dr. McMillan provided an update on the annual East Valley Unity Walk. Next year's Walk is scheduled to take place on Saturday, February 5, 2005 convening at Tempe Town Lake. She reported that there would not be a keynote speaker at the event. She discussed the setup for the Diversity Festival. She passed out the flier for the event and requested Commissioner Padwe edit the flier.

Chair Tutelman inquired if Phoenix is participating. Commissioner Culver stated R.J. is going to make sure Phoenix participates.

ADL/SHRC POTENTIAL COLLABORATION

Commissioner Seiden reported that she did not get much out of their meeting with the representatives from the Anti-Defamation League concerning their educational programs.

Commissioner Tyler reported that he was disappointed with the materials the ADL brought to the table. He explained that during the meeting he stated that he would talk to the School District but before he did he needed some documentation to take with him that covered exactly what the ADL proposed. He further reported that a week later he met with the Academic Officer for the School District who is responsible for the middle schools. And gave her a packet of information that described the intent and that we are hopeful to get the School District to participate particularly at the high school and middle

school level. It was suggested that after the first of the year we meet with Althea Allen the Executive Director of Student Services and Kathy Rivera, Executive Director of Educational Operations and Dr. John Baracy. He stated we talked about partnerships and the possibility of partnering with the Scottsdale Police Department. He noted the School District does not have the funding for this type of program so we need to look at other ways to fund the program and possibly a grant. The bottom line is if we are going to get participation from the School District a partner would be a great idea. Also, we need to provide a specific documented plan.

Commissioners discussed the realities of promoting and sponsoring this collaborative educational effort within the Scottsdale Unified School District. Dr. McMillan stated the Commission needs to determine which program to go with. If they want to go with elementary, middle or high schools. She further stated the High Schools already have a service learning program so the students would be required to participate. Commissioner Tyler stated with regard to salesmanship we need to be well organized with regard to educating the principals, teachers and parent groups we need to contact to make this happen. Commissioner Strickstein recommended each of the commissioner's contact a few schools to discuss this program with the principals. Dr. McMillan stated at the next meeting, she would bring a list of the schools to be divided between the commissioners' to make appointments to meet with each of the principals.

Commissioner Culver stated that he felt we should concentrate on the middle schools because that is when the attitudes seem to start. He further stated that we could train high school kids to work with middle school kids. Commissioner Seiden noted that would create transportation issues.

Dr. McMillan stated before we meet with anyone else from the School District we should meet with the ADL and ask curriculum-based questions.

SCOTTSDALE POLICE DEPARTMENT HIRING PROCESS

Commissioner Strickstein reported on his meeting with Chief Rodbell and Asst. Chief Schultz concerning the process implemented to recruit, screen, interview, and hire potential officers. He further reported as a result of this meeting it led to both the Chief and Asst. Chief agreeing they would allow the commission to spend time with them going over the process. Commissioner Strickstein was received with an open door to review their process. Dr. McMillan commented that they looked at Commissioner Strickstein as a resource.

Commissioner Padwe remarked if she remembers correctly the test is not the issue and the testing seemed to be fair, but when it came to the interviews, the minorities fell down in the percentages.

Commissioner Strickstein stated his first question was what does a successful officer look like and they did not know how the tests predicted a successful officer. Dr. McMillan

reported that Commissioner Strickstein asked questions that they could not answer and put questions on the table that they did not know they should be asking themselves.

Commissioner Seiden stated that she has a personal experience and felt the testing is done poorly. Dr. McMillan stated the hope is to start to change the process because there needs to be diversity in the Department. Commissioner Strickstein stated there would be more information to come.

CHAIR REPORTS

Chair Tutelman reported the U.S. Attorney's Office is setting up a law enforcement coordinating committee in Tucson to emphasize training for police departments. He further reported on the NCCJ Walk that he attended.

Chair Tutelman stated staff would provide the Commission with a copy of the police report regarding a ruckus that occurred late in the evening or early morning where a kid had broken bottles on the street. And when she went out to clean it up the Mother of the kid who caused the disturbance was yelling at her and when she put up her hands to defend herself the police felt she was contributing to the disturbance threw her to the ground. He reported that Ms. Camarena had just had a cesarean section 17 days prior to this incident and her stitches were torn.

COMMISSIONER ITEMS

Commissioner Tyler shared with the Commission an email he received regarding the process for qualifying for the earned income tax credit. The statistics are a reminder that there are a lot of people in Scottsdale who are under privileged.

Commissioner Strickstein inquired about the status of the Day Labor Committee that was discussed at the regional meeting. Dr. McMillan stated the City of Tempe is hosting the meetings and they wanted to know who had volunteered to serve on the Committee from Scottsdale. It was noted that Commissioner Gendron, Commissioner Strickstein and Commission Culver volunteered to serve.

Commissioner Culver reported that there is a day labor issue in Scottsdale stating that he saw about six day laborers standing on the corner at Pima and Indian Bend. He further reported that my organization had a meeting and some of the issues that was discussed that the police are not trained to deal with a lot of the issues such as homelessness and same sex domestic violence.

OPEN CALL TO THE PUBLIC

Chair Tutelman announced that Davida Schiffman Smith recently passed away who attended most of the meetings and shared her thoughts. He stated that she would be missed. He further stated that he felt this would be the appropriate time to take a moment to reflect since she was our public.

(The Commission observed a moment of silence in memory of Davida Schiffman Smith.)

STAFF LIAISON ITEMS

Dr. McMillan passed out the Season of Sharing brochure. Commissioner Seiden stated that she felt this brochure is very important. She shared with the Commission how she allowed her students and share information about their holidays and it allowed them to understand that the holidays are not just about Santa Claus and Christmas.

ADJOURNMENT

There being no further business to come before the Commission, being duly moved and seconded, the meeting was adjourned at 7:00 p.m.

Respectfully submitted,

“For the Record” Court Reporters.